INDEX TO VOLUME X

Adams, Logan S., study cited, 23, 25, 26.
Adult education, as factor in crime prevention, 183; references, 200.
Age, as factor associated with crime, 161.
Alabama, object of school survey quoted, 82; total expenditure for public schools, 206.
Alcohol, as factor associated with crime, 156.
Allen, Ira M., study cited, 18.
Almack, J. C., quoted, 7.
American Association of University Women, interest in adult education, 183.
American Education Week, suggestions for observing, cited, 51.
American Medical Association, health program, 177.
Anderson, Earl W., study cited, 19.
Ann Arbor, Michigan, plan for sabbatical leave, cited, 63, 64.
Arizona, achievement testing program in school survey, cited, 97; appraisal of school plants by survey staff, 85.
Arkansas, achievement testing program in survey, cited, 97.
Attendance, School, as measure of state school efficiency, 104, 105, 106, 108, 109, 113, 114, 115, 116, 126; check list for laws relating to, 89; data on, for states and territories, 115; discussion of as factor in measuring school efficiency, 114, 116; effect of increase on school costs, 223; effect of school environment upon, 123; presentation of data on, 114, 115; ranking of the states on, 115; relationship between ruralness and, 126; sectional differences on, 126, 127; sources of data on, 114.
Automobiles, passenger, compared with school costs, 220; expenditures for, 220.
Ayres' Index, as basis of other indexes, 104, 105, 106, 107, 108; compared with homicide rates, 161; description of, 104; effect on state school leadership, 104; use and limitations of, 104, 105.
Ayres, Leonard P., indexes of state school efficiency, described, 104, 105; quoted, 104.

Bachman, Frank P., quoted, 11.
Bagley, W. C., study cited, 163.
Baltimore, causes of absence among school teachers, 54; leave-of-absence policy, 53.
Barnes, Harry Elmer, quoted, 161.
Bates, Sanford, expression of appreciation to, 138.
Behavior Problems, *See* Maladjustment; Delinquency and Delinquent Children.
Bell, Marjorie, expression of appreciation to, 138.
Bellingham, Washington, plan for disability insurance, 58.
Bibliographies, crime costs and school expenditures, 188; employment of married women as teachers, 28; extended leaves of absence for professional improvement, 69, 70; extensive state testing programs, 100, 101, 102, 103; factors associated with crime, 188; factors determining the teacher's place on the regular schedule, 67; miscellaneous problems in the selection of teachers, 29; problem of the delinquent child, 191; salary scheduling as a principle, 67; sick leave and related problems, 68, 69; social agencies of crime prevention, 196; special bonuses, 68; state school surveys, 94, 95, 96; statistical measures of school efficiency, 110, 111, 112; statistics on crime, 187; super-maximum salaries, 67, 68; teacher rating, 70; teachers' contracts and term of employment, 66; teachers' salaries and salary scheduling, 67, 68; training requirements for newly appointed teachers, 28.
Biennial Survey of Education, 1928-30, source of data, cited, 114, 122.
Bigelow, William F., quoted, 212.
Binet, Alfred, referred to, 129.
Blair, F. G., article cited, 104.
Board of Education, State, check list for, 92.
Boston, list of conditions under which leaves of absence may be granted teachers with full or part pay, 53.
Boston Trade Union College, work in education of laborers, 183.
Boy Scouts, a study of interests, 169.
Brearley, H. C., study cited, 155, 156, 161, 163.
Briggs, Thomas H., study cited, 42.
Brooks, E. C., article cited, 104.
Brookwood, residential labor college, 183.
Brown, E. E., ranking of Oklahoma on certain educational factors, 108.
Brubacher, John S., study cited, 18.
Buckingham, B. R., quoted, 5, 6, 7.
Building Construction, compared with school costs, 220.
Bureau of Curriculum Research, Teachers College, Columbia University, rating scale for courses of study, cited, 86.
Burt, Cyril, study cited, 169.
Butterworth, Julian E., plan for rating the small school plant, cited, 86; use of rating scale in New York, Texas, Utah, West Virginia surveys, 86.

California Commission for the Study of Educational Problems, report quoted, 83.
California, interviews and conferences reported by survey staff, quoted, 83; post-card survey, 83; tenure laws, 37; university of, medical school report, 167.
Cardinal Principles of Education, 184.
Carrothers, George E., study cited, 18, 54, 55, 57, 60.
Cavins, Lorimer V., study quoted, 121.
Certification of Teachers, by examination, 5; check list for, 90; state requirements for, 5, 11.
Champlin, Carroll D., quoted, 6.
Character Education, as factor in crime prevention, 183; bibliography, 200; Department of Classroom Teachers, seventh yearbook, 184; Department of Superintendence, tenth yearbook, 184.
Child Labor, bibliography, 192; check list for laws relating to, 89.
Child Study Association of America, reference to, 183.
Children's Charter, list of children's rights, 176, 177, 178.
Chronological Age, of criminals, 161.
Cicero, Illinois, allotment for sick leave, 55.
Cincinnati Labor College, work for adult education, 183.
Clinics, Behavior, bibliography, 195; work described, 172.
Combs, M. L., ranking of Virginia counties on certain educational factors, 108.
Committee on Tenure, twelve guiding principles relating to teacher tenure, 37.
Community Relations, as means of crime prevention, 181; bibliography, 200.
Connecticut, ratio of school costs to tax collections, 215.
Connecticut State Board of Education, reference to study by division of research and surveys, 105.
Contracts, Teachers, *See* Teacher Tenure.
Cost of living, data on, published by National Industrial Conference Board, 50, 123; data on, published by United States Bureau of Labor Statistics, 123; sources of data, 49, 50.
Costs and expenditures, automobiles, 220; building construction, 220; crime and school, 145, 146, 147; effect of depreciation of dollar on school, 223; effect of improvement in educational service on school, 225; effect of longer terms and increased attendance on school, 223, 224; for crime, summary statement, 152; for protection against crime, 148, 149; governmental, 211; life insurance, 219; luxuries, 220; recent trends in school, 223; school and other governmental, 214; school, by states, 215, 216, 217; school, compared with other expenditures, 219.
Courtis, S. A., plan for rating teaching efficiency, cited, 85.
Crabtree, J. W., foreword, 2, 34, 78, 136, 204.
Crime, age of criminals, 137; bibliography on cost, 188; bibliography on factors associated with, 188; bibliography on social agencies of prevention, 196; bibliography on statistics, 187; classification of, 139; comparisons with school costs, 152; correctional treatment, 149; cost of administration of criminal justice, 145; cost, compared with school expenditures, 145; cost of criminal work of state police, 147; cost of federal penal treatment, 146; cost of federal prosecution, 146; cost of state penal and corrective treatment, 147; court statistics, 141; definitions of, 139; extent estimated by prison populations, 141, 142; factors associated with, 155; federal costs, 145; increase of, 137; indirect losses to the community due to the existence of, 151; insured losses, 150; law violations as measure of, 140; municipal costs, 147; organizations interested in prevention of, 186; percent in cities, 140; police record of, 140; private expenditures for protection against, 148, 149; private losses due to criminal acts, 149; private protective agencies, 148; protective devices, 149; relation to education, 137, 138; significance of costs to educators, 154; significance to educators of statistics on, 143; significance to education of factors associated with, 164; social agencies for prevention, 175; state costs, 147; statistics of arrests, 140; summary statement of cost, 152; tabulations of adult, 140; total cost of federal criminal justice, 146; typical beliefs, 137.
Crime prevention, extension of public health and recreational activities, 176; improving agencies of justice, 178; promotion of economic welfare, 175; religion, 180; social agencies, 175, 196.
Criminals, age of, discussed, 137; chronological age, 161; classification of, 139; commitments to prison, 141; defined, 139; intelligence of, 162; mental and emotional defects, 162; state reports of court statistics, 141.

Davis, Calvin O., study cited, 25.
Defectives, bibliography, 190; problem of, 177.
Delaware, achievement testing programs, 98, 99; object of school survey quoted, 82.
Delinquency, bibliography, 188; extent of juvenile, 165; juvenile, defined, 139, 140; motion pictures as factor in, 169; race as a factor in, 165, 190; statistics on juvenile, 142; truancy as factor in, 169; unemployment as factor in, 168.
Delinquent Child, report of White House Conference, 167, 177.
Delinquent Children, age of, 166; bibliography, 191; defective; 177; educational facilities for, 171; general characteristics, 165; home environment, 167; intelligence of, 166; mental defects of, 167; nativity, 166; physical status, 167; problem of, 165; problem of, meaning to education, 174; ratio of boys to girls, 166; report of White House Conference on, 165; total number each year in United States, 165; truancy of, 161; work of juvenile courts, 182.
Denver, Colorado, data on illness among teachers, 54.
Depression, effects on education, 205.
Detroit, Michigan, plan for disability insurance, 58.
Dillard, J. H., quoted, 6.
District of Columbia, court decisions on married teacher question, 18; regulations governing leaves of absence for married women teachers, 21; tenure laws, 37.

Doll, Edgar A., quoted, 178.
Dollar, Depreciation of, effect on school costs, 223.
Dozier, Miriam, study cited, 26.

Economic Welfare, as factor in crime prevention, 175; bibliography, 197; principles underlying, 175.
Educational Service, improvements, effect on cost, 225.
Efficiency, as measured by teacher-rating devices, 64, 65, 66, 83, 84, 85; bibliography on rating teachers', 70; bibliography on state surveys as measures of state school, 94, 95, 96; bibliography on state testing programs as measures of, 100, 101, 102, 103; bibliography on statistical measures of, 110, 111, 112; Courtis plan for analysis of teaching, cited, 85; criteria of administrative, 88; effect of environmental factors upon teachers', 61; effect of period and frequency of salary payments on teachers', 48; effect of term of employment on teachers', 36; effect of turnover on teachers', 35; estimates of school, based on single factor, 109; factors measuring state school not weighted, 113; factors used in present study for measuring state school, 113; geographical differences in school, 126; indexes of city and county, 105; indexes of state school, 104, 105; interviews and conferences as means of obtaining information on school, 83; measures of state, used in present study, 113 to 131; measures of teaching, by survey staffs, Indiana, 83; New York, Texas, Utah, 84; Virginia, West Virginia, 85; mechanical and social defined and compared, 79; of married women teachers, 17, 18; estimating state school, in the future, 128, 129; of school plants in Arizona, Florida, Missouri, New York, Texas, Utah, Virginia, and West Virginia, 85, 86; of teachers, estimated by random observation, 83; pupil progress, as measure of school, 86; questionnaires relating to problem of school, 82; rating as salary factor, 40, 41; rating scales as measures of, 83; standing of the states on five factors related to school, 126; school, effect of sabbatical leave, 62; school, in relation to crime prevention, 184; self-survey plan for estimating state school, 88; state school, as measured by achievement tests, 97, 103; state school, how measured, 79; statistical comparisons as means of measuring state school, 83; statistical measures of school, 104 to 129; statistical records concerning school, 82; validity of factors selected as measures of state school, 113.
Elsbree, Willard S., study cited, 49.
Equipment, School, check list for, 92.
Evansville, Indiana, plan for disability insurance, 58.
Evenden, E. S., quoted, 10.
Ewing, Stephen, quoted, 16.

Finance, Public School, amount spent for public schools, 1930, 206; discussion, 205; national income and governmental costs, 211, 212; national wealth, 209, 210; recent trends in school costs, 223, 224; school costs and certain other expenditures, 219, 220, 221, 222; school and other governmental costs, 214, 215, 216, 217; yearly income of states, 1930, 206-08.
Feingold, Gustave A., quoted, 117, 118.
Florida, achievement testing program in school survey, 97; interviews and conferences reported as survey procedure, 83; object of school survey quoted, 82; state testing programs, 99; survey investigation of age-grade status, 86; use of rating cards for measuring efficiency of school plant, 85, 86.
France, per capita wealth, 212; percent of income spent for taxes, 211.
Frasier, G. W., study of city school efficiency, 105.
Frontier, effect on crime, 156.
Funds, State school, check list for apportionment, 92.
F. W. Dodge Corporation, estimate of construction, 220.

Garlin, R. E., study cited, 88.
Gaumnitz, W. H., study quoted, 121.
Gehlke and Moley, quoted, 161, 162.
Germany, per capita wealth, 212; percent of income spent for taxes, 211.
Girl Scouts, a study of interests, 169.
Glueck and Glueck, quoted, 160, 161, 163, 166; study cited, 168.
Goodier, Floyd, study cited, 18.
Great Britain, per capita wealth compared with that of United States, 212.
Grimm, L. R., study of efficiency of Illinois county school systems, 108.

Handbook of Educationa l Organizations, reference to, 186.
Handbook of Social Resources, cited, 186.
Harrell, C. A., proposed measure of city school efficiency, 105.
Health, bibliography, 197; environmental factors contributing to teachers', 61; illness among teachers, 54, 57, 60; of married and single women teachers compared, 55; research studies on teachers', 51, 53, 54, 55, 57; study of physical efficiency of teachers, 18.
Health education, 177.
Healy and Bronner, study cited, 169.
Highland Park, Michigan, report of absence and sick leave of teachers, 54, 60.
Hilleboe, Guy L., study cited, 170.
Holding power of schools, as criterion of school efficiency, 113, 116, 117, 118, 119; factors influencing, 116, 117, 118, 119; index of, 109, 119; not closely related to proportion of urban or rural population, 126; opinions of educators on, 116, 117, 118; ranking of the states on, 119; sectional differences in, 126, 128.
Home, influence of, 181.

Idaho Industrial School, superintendent quoted, 169.
Illiteracy, as a factor associated with crime, 155. *See also* Literacy.
Immigration, as a factor associated with crime, 157.
Income, in Alabama, 206; national, compared with governmental costs, 211; national and public school costs, 206-08; per capita, compared with other countries, 212; percentage spent for taxes in United States, compares with other countries, 211; ratio of, to state and local taxes, 212.
Indexes, Statistical, academic and financial, 108; bibliography including references to, 110, 111, 112; difficulties involved in formulating, 109; factors used in formulating, 104-112; formulated by various investigators, 104-09; methods of formulating, 104, 105, 108, 109; of city and county school efficiency, 105; of holding power, 109, 119; of state school efficiency, 104, 105.
Indiana, achievement testing in school survey, 97; Gary plan for sick-leave fund, 55; object of school surveys quoted, 81, 82; survey report quoted, on methods of rating teaching efficiency, 83; tenure laws, 37.
Insurance, disability insurance plans in certain cities, 58; group health insurance protection against long periods of absence of teachers from school, 58; health, 59; life, compared with school costs, 219; mutual benefit plan in Phoenix, Arizona, 59; mutual benefit plans as means of supplementing sick-leave allowances, 59.
Intelligence, of criminals, 162; bibliography, 190.
International Association of Chiefs of Police, reports of offenses, 140.
International Ladies Garment Workers' Union, work for adult education, 183.
Iowa, self-survey plan applied to school system, 89-92.
Italy, per capita wealth, 212; percent of income spent for taxes, 211.

Jewish Board of Guardians in New York, records cited, 168.
Justice, Agencies of, bibliography, 195; educational programs of prisons and reformatories, 179; ethics of legal profession, 179; improvement of court procedures, 178; improving, 178; law enforcement, 179; probation and parole, 179.
Juvenile courts, work with delinquent children, 182.

Kansas, object of school survey quoted, 81.
Kentucky, achievement testing program in school survey, 97.
Koch, Harlan C., study cited, 42.
Koos, Leonard V., study quoted, 116, 118.

Lawes, Lewis E., article cited, 184; expression of appreciation to, 138; quoted, 139, 158, 183.
Leaves of absence. *See* Sick leave; Sabbatical leave.
Lee, Charles A., study cited, 154.
Lenroot, Katharine F., article cited, 168; expression of appreciation to, 138.
Lewis, E. E., quoted, 5; study cited, 14, 17, 42.
Literacy, as factor in measuring school efficiency, 113, 124, 125, 131; of white and colored races, 125; ranking of the states on, 125; sectional differences in, 128, 131; statistics presented limited to native-born, 125.
Local residents as teachers, arguments for and against, 22; practice in city school systems with respect to employment of, 22.
Long Beach, California, regulations governing leaves of absence of married women teachers, 21.
Los Angeles, California, classification of teachers on physical basis, 61.
Luxuries, cost of, compared with school costs, 220, 221.
Lynd and Lynd, study cited, 176.

McGinnis, W. C., study cited, 17.
Maladjustment, among school children, 170; number of maladjusted children, 170; types of behavior problems, 171.
Maller, J. B., study cited, 165, 166.
Mann, Horace, quoted, 80, 154, 185; reference to, 205.
Married women as teachers, arguments for and against, 14-17; attitude of parents toward, 16; bibliography, 28; court decisions on employment of, 18; data concerning absence, 18; decision of Maryland State Board of Education, 19; effect of tradition on employment of, 16; efficiency of, 15, 17, 18; leaves of absence for, 20; legal aspects of the married-teacher question, 18; opinions of educators concerning, 15-17; physical efficiency, 18; practices in city school systems affecting employment and dismissal, 19; regulations concerning leaves of absence in Minneapolis, Minnesota, Long Beach, California, and District of Columbia, 21; social and economic loss involved in discrimination against, 16; trend of practice relative to employment and dismissal, 20.
Maryland, decision of State Board of Education on dismissal of married women teachers, 19; illustrations of state testing programs, 99; self-survey plan applied to school system, 89, 90, 91, 92, 93; tenure laws, 37.
Measures, Statistical, of school efficiency, advantages and limitations of, 109, 113; based on a single factor, 106, 109; bibliography on, 110, 111, 112; by certain investigators, named 105-12; choice of depends on, 113; difficulties in-

volved in developing, 109; indexes used as, 104-12; of city and county, 105-9; of state, city and county school efficiency, summarized, 106, 107; of state school efficiency, discussion, 104; should be cautiously interpreted, 109; weighting of items, 94, 104, 109, 113. *See also* Statistical indexes and Efficiency.
Men as teachers, absence as compared with women teachers, 55; arguments for and against higher salaries for, 42; dependents of, study cited, 42; number and percent of cities providing salary differentiation in favor of, 43; percent in elementary and secondary schools, 42; relative demands upon, 42.
Mental hygiene, as factor in crime prevention, 177.
Merit systems. See Teacher rating.
Millikan, Robert A., quoted, 222.
Minneapolis, Minnesota, plan for payment of substitute teachers, 53; regulations governing leaves of absence of married women teachers, 21.
Mississippi, achievement testing program in school survey, 97; laws governing teachers' contracts, 36; object of school survey, quoted, 81.
Missouri, interstate comparisons from survey, 84; Survey Report, use of rating scales for courses of study and school buildings referred to, 86.
Mitchell, Alice M., study cited, 169.
Moehlman, A. B., research study reported, 17-18.
Montefiore Special School, day school for special cases, 172.
Motion pictures, as factor related to crime, 161; bibliography, 193.
Murchison, Carl, study cited, 155, 162.
Myers, Alonzo F., quoted, 7.
Myers, Charles Everett, article cited, 104.

National Commission on Law Observance and Enforcement, Report on the Cost of Crime, 145, 147, 148, 149, 150, 151, 152, 153, 156, 157, 158, 166, 168.
National Committee on Mental Hygiene, study cited, 167.
National Conference of Social Work, report, 171.
National Congress of Parents and Teachers, work for adult education, 183.
National Education Association, cited as source of information on purchasing power of teachers' salaries, 50; Commission on Character Education, quoted, 180; Committee on Tenure, 37; Department of Classroom Teachers, Yearbook cited, 50, 175, 184; Department of Superintendence, Yearbook cited, 181, 184; Division of Publications, 51; health program compiled with cooperation of American Medical Association, 177; plan of Research Division for self-survey of school systems, 88; principles of teacher rating, 65; publication cited, 51; quoted, 201; report of committee cited, 62, 171; Research Division, 3, 9, 13, 20, 48, 50, 88, 120, 138; Salary Committee, 3.
National Industrial Conference Board, cited as source of data, 50, 123; estimate of national wealth, 209.
National Probation Association, reference to, 138.
National Recreation Association, suggestions on recreation, 178.
Nebraska, laws governing teachers' contracts, 36.
Negro Child Study, Joint Committee, study cited 165.
Nevada, laws governing teachers' contracts, 37.
New Jersey, interstate comparisons from survey report, 83, 85; State Home for Boys, 167, 168.
New York, achievement testing program in school survey, 97, 98; Division of Tests and Measurements of the Joint Committee on Rural Schools, testing program, 98; illustration of federal tax collections, 212; self-survey plan applied to school system, 89; size of survey reports, 87; survey report on estimating teaching efficiency, 84.
Newspapers, effect in connection with crime, 158.
Nietz, John A., study cited, 24.
North Carolina, achievement testing program in school survey, 97; illustration of federal tax collections, 212.
North Dakota, laws governing teachers' contracts, 36.

Oakland, California, plan for super-maximum salary, 45.
Occupations, Types of, as factors associated with crime, 158.
Ohio, laws governing teachers' contracts, 36.
Oklahoma, achievement tests used in school survey, 97.
Omaha, Nebraska, plan for disability insurance, 58; plan for payment of substitute teachers, 53.

Palmer, Emily G., quoted, 118.
Parent-Teacher Associations, vote on employment of married women as teachers, 16, 17.
Parental schools, 171.
Parsons, Philip, quoted, 137.
Pennsylvania, laws governing teachers' contracts, 37; self-survey plan applied to school system, 89.
Philadelphia Bureau of Compulsory Education, report cited, 166
Philadelphia Labor College, work for adult education, 183.
Phillips, Frank M., study of state school efficiency, 105.
Phillips' rank method, description of, 105.
Phoenix, Arizona, cumulative sick-leave plan, 59.
Physical welfare, as factor in crime prevention, 176.
Plants, Public school, efficiency of, measured by rating cards in Arizona, Florida, Missouri, New York, Texas, Utah, Virginia, West Virginia, 85, 86; use of rating cards for measuring efficiency of, 85, 86. *See also* Property, Public school.
Pontiac, Michigan, plan for merging sick and sabbatical leave, 57.
Portland (Oregon) Labor College, work for adult education, 183.
Potter, Ellen C., quoted, 137.
Poverty, as factor associated with crime, 155.
Prisoners, educational achievement of, 160; number male, received in State and Federal prisons, 141; number under sentence during one year, 144; percent distribution by educational status, sex, and type of offense, 160; ratio of educational status of, to general population, 160.
Prisons, commitments, 141; educational programs, 179; statistics on populations, 141.
Prohibition, as factor associated with crime, 156; laws, bibliography, 191.
Property, Public school, as educational agency, 123; as factor in measuring state school efficiency, 113, 123, 124, 125, 130; average value of, by states and territories, 124; dependent upon type of community, 123; effect on school efficiency discussed, 123; kind of, depends on money invested, 123; quotation on, from Texas Educational Survey Commission, 123; rank of states on value of, 124; relation to urban population, 127; sectional differences in value of, 127, 130; value of, national, 209, 210; value of, bases for calculating, 124; value of, by states, 210. *See also* Plants, Public school.
Public opinion, bibliography, 199; effect upon crime, 181.
Pupil personnel, check list for administration of, 89.

Questionnaires, number and percent of responses to questionnaires used in present study, 4, 5, 35; plan of presenting results, 4; survey of opinion on married women as teachers, 17; used in this study, reproduced, 30-33, 72-75; used in state school surveys, 82, 83.

Rating scales, applied to the school plant, 84, 85, 86; as factor in administration of teachers' salary schedule, 64; as measure of teachers' efficiency, 83, 84, 85; bibliography on teachers', 70; extent of use of teacher rating, 65; for courses of study, 86; limitations of, as applied to teachers, 64; reports use of, by survey staffs to measure efficiency of school plants in Arizona, Florida, Missouri, New York, Texas, Utah, Virginia, West Virginia, 85, 86; reports use of, by survey staffs to measure teaching efficiency in Indiana, New York, Texas, Utah, Virginia, West Virginia, 83, 84, 85; use of, in city school systems to rate teachers, 65.
Recidivism, as a factor associated with crime, 159.
Recreation, as factor in crime prevention, 177.
Reed, Anna Y., study quoted, 117.
Reeves, Charles E., quoted, 15.
Reeves, Margaret, study cited, 173.
Religion, as factor in crime prevention, 180.
Research Bulletins of the National Education Association, cited, 35, 36, 48, 49, 50, 88, 177, 220, 222; quoted, 39; references on health cited, 177.
Research Division, cites sources of data on crime, 138; cites sources of information on salary problems, 48; plan for self-survey of state school systems, 88; presents data on education of teachers, 120, 121; Special Salary Tabulations cited, 50; studies made of personnel practices, 3, 9, 35; study cited, 13, 20.
Retirement, Teacher, check list for, 91.
Revenues, School, check list for administration of, 91.
Robinson, William M., quoted, 6.
Rogers, James F., study cited, 54 55.

Sabbatical leave, bibliography, 69, 70; effect on teachers' professional attitudes, 62; for professional improvement, 62; number and percent of cities granting, 63; plans for certain cities, described, 62, 63; present practice reviewed, 62; principles governing administration of, 62, 63; why grant pay during, 62. *See also* Sick leave.
Salaries, Teachers', agencies publishing statistics on, as related to cost of living, 49, 50; amount of, closely related to percent of urban population, 126, 127; as indication of quality of teaching, 120, 121, 122, 123; based on measures of teaching efficiency, 40, 41; bibliography, 67, 68; check list for laws governing, 91; distribution of payments over year, 48; effect on supply of teachers, 10; Gaumitz, W. H., quoted on, 121; increases in, as reward for professional study or travel, 46, 47; influence on cultural level of teacher, 120; influence on efficiency of teacher, 120, 121; number and percent of cities granting increases in, as reward for summer school attendance, and educational travel, 47; plans of cities granting super-maximum, cited, 45; policies as to period and frequency of payment, 48, 49; ranking of the states on, 122; relationship between education of teachers and, 120, 121; relation to school achievement, study cited, 121; Salary Committee inquiry, 3; sectional differences in amount paid, 127, 129; sources of information on, 48-50; super-maximum defined, 44; trend of practice with respect to granting bonuses, 47; validity as measure of quality of teaching discussed, 122.
Salary schedules, advantages of, 39; bibliography, 67, 68; bonus plan, 46, 47; defined, 39; differentiation in favor of men, 42, 43; factors determining teacher's place on, 40, 43; illustrations of, 44, 45; more common among larger cities, 39; number and percent of cities granting bonuses, 47; number and percent of cities having definite, 39; number and percent of cities providing for super-maximum salaries,

45; number and percent of cities using combinations of factors determining teacher's place, 43; number and percent of cities using position held as factor, 40; number and percent of cities using professional training as factor, 40; number and percent of cities using years of service as factor, 40; opinions of educators on bonus plan, quoted, 47; selective influence of, 120, 121; "single salary schedule," 42; sources of information on, 48-50; super-maximum salary plan adds to flexibility, 44; trend of practice with respect to granting bonuses, 47; trend of practice with respect to super-maximum salaries, 44.

Schenectady, New York, plan for merging sick and sabbatical leave, 58; plan for sabbatical leave, quoted, 64.

Schools and education, as related to crime, 159; costs, compared with life insurance, 219; costs, compared with luxuries, 220, 221; costs, compared with other governmental costs, 214, 215; effect of increased attendance on costs, 223, 224, 225; effect of increased enrolment on costs, 224, 225; expenditures for, compared with other governmental expenditures, 214; factors responsible for increase in cost, 223; finance, 205; improved service, effect on costs, 225; ratio of costs to tax collections, 215, 216, 217; recent trends in costs, 223; total expenditure for, in Alabama, 206.

Schrammel, Henry E., study of state educational efficiency, 105.

Sears, Jesse B., quoted on the school survey, 96.

Seattle, Washington, plan for disability insurance, 58.

Seibold, Louis, quoted, 137.

Shaw, Bernard, quoted, 142.

Sias, A. B., reference to study on measure of school efficiency, 109.

Sick leave, absence of men and women teachers compared, 55; amount of, and proportion of salary granted in various classes of cities, 54-60; bibliography, 68, 69; Cicero, Illinois, allotment for, 55; conditions for granting leaves of absence with pay, 53; disability insurance plans of certain cities, 58; effect on teacher's efficiency, 51; flexible administration desirable, 61; Gary, Indiana, plan for administering, 55; granted by larger cities more frequently, 54; group health insurance protection against long periods of, 58; mutual benefit plans as means of supplementing allowances for, 59; names of cities with plans for merging with sabbatical leave, 57, 58; need for additional research, 61; number and percent of cities granting, with some salary, 55; number and percent of cities reporting provisions for teachers', with part or full pay, 56; number and percent of cities reporting policies governing employment of substitute teachers, 52; number and percent of cities having cumulative plan, 57; plans of certain cities for, 53, 54, 55, 57, 58, 59, 60, 61; policy for granting in Baltimore, 53; protection against long illnesses, 57; principles governing, 51, 52; recent data concerning, summarized, 55, 57; recommendations regarding plan for, 55; reducing ill health to minimum, 61; safeguarding against abuse, 59, 60; safeguarding pupil welfare during, 52; substitute service during, 52, 53, 55.

Slawson, John, study cited, 166, 167.

Social agencies of crime prevention, promotion of economic welfare, 175; public health and recreational activities, 176.

Springfield, Massachusetts, data on illness among teachers, 54, 57, 60.

Standardizing agencies, Southern Association and North Central Association, 11.

State Department of Education, check list for, 92.

Steiner, M. A., study cited, 26.

Sub-Commission on Causes and Effects of Crime, study cited, 166.

Survey, school, application of self-survey plan to seven state school systems, 89, 90, 91, 92, 93; biliography, 94, 95, 96; characteristics of, 81; contributions to research procedures, 81, 88; cost of state, 87; emphasis, usually given to, 87; Garlin's study of, 88; interstate comparisons used in, 84, 85; interviews and conferences reported by, 83; methods of measuring state school efficiency given in reports, 79, 81-96; objectives of, in Washington, Kansas, Indiana, and Mississippi, 81, in Alabama, Florida, Delaware, Indiana, 82; obstacles to success, 88; organization and administration of state, 87; plan for self-survey, 88, 94; province of, 87; purpose and scope of various state, 81, 82; reports of interviews and conferences in California, Florida and West Virginia, 83; reports of statistical comparisons between states, 83, 84, 85; defined, 81; self-survey, plan for, 81, 88, 89, 90, 91, 92, 93; staff, typical, 87; state, authorization of, 87; study of factors conditioning success, 88; time required for, 87; use of achievement tests in, 97, 98; use of general observation in, 87; use of measures of pupil progress in Florida, 86, 87; use of questionnaire in, 82; use of rating scales in, 83, 84, 85, 86; use of statistical records in, 82; use of standard tests in, 87.

Sutherland, E. H., quoted, 163.

Taxes, collections compared with school costs, 215, 216, 217, 218; federal collections, 211, 212; local collections, 211; ratio of income to state and local, 212; ratio of school costs to, 215; state collections, 211, 212; total collections in United States, 1930, 211.

Teacher rating, as basis for differentiation of salaries, discussion, 40, 41; as means of improvement, 64; bibliography, 70; by rating scales in state school surveys, 83, 84, 85, 86; increase in use of, 41; limitations of, 40, 41; teachers' attitude toward, as factor in determining salary, 41; number and percent of cities having definite plan for, 65; number and percent of cities using rating scales as factor in salary schedule, 40; steps in successful administration of, 64, 65; report of committee of National Education Association on principles of, 65; trend of practice relative to, 65.

Teacher retirement, check list for administration of, 91.

Teacher tenure, bibliography, 66; check list for administration of, 90; general principles for establishment of, 37, 38; number and percent of cities having various types of, 37; policies and practice in city school systems, 37; types of state laws governing, 36, 37; use of formal contracts in city school systems, 38.

Teachers, as criterion of quality of education offered by states, 120; bonuses for study and travel, 46, 47; certification, 5, 10, 11, 90; classification on health basis, 61; cultural level affected by salary, 120; dependents, 42; effect of school environment upon, 123; effect of supply and demand upon standards, 9, 10; employment, check list for administration of, 90; employment of local residents as, 22, 23; experience requirements, 12, 13; health insurance for, 58, 59; influence on school, 120, 121; married women as, 14, 15 16, 17, 18, 19, 20, 21; oversupply of certificated, 10; policies and practice in city school systems relative to appointment, 22; professional organizations, check list for, 91; rating of, 40, 64, 65, 66, 70; restrictions on personal freedom, 16; retirement systems, check list for, 91; routine procedures in selection, 23, 24, 25, 26, 27; sabbatical leave, 62, 63, 64; salaries, 10, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 120, 121, 122, 129; salary schedules for, 39, 40, 41, 42, 43, 44, 45; sick leave, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61; sources of suitable candidates, 23; state requirements for certification, 5, 6, 7, 11; substitute, 51, 52, 53; term of employment, 36, 37, 38; training requirements of newly appointed, 5, 6, 7, 8, 9, 10, 11; written examinations as basis for selection, 26. *See also* Married women as teachers; men as teachers; and local residents as teachers.

Teachers' examinations, less dependence upon, among the states, 5; number and percent of cities using as basis of selection, 24; written, as basis of supermaximum salaries, 44.

Teachers, Experience requirements, effect of experience on minimum training requirements, 9; for newly appointed 12; objections to, 12; present practice in city school systems, 12, 13; trend of practice, 13.

Teachers, Selection, a function of the superintendent, 23; discussion of physical examinations as basis, 27; effect on quality of teaching provided, 122; influence of salary upon, 120; number and percent of cities reporting use of examination as basis, 24; number and percent of cities reporting use of application blanks, 24; number and percent of cities reporting use of physical examination as basis, 24; observation of classroom work as basis, 26; personal interview with candidates as basis, 26; routine procedures used in city systems, 24; sources of suitable candidates, 23; studies of use of formal application blanks, 24, 25; use of references and letters of recommendation, 25, 26.

Teachers, Training, adequate training necessary, 5; attitude of state school surveys toward, 6, 7; bibliography on training requirements for newly appointed 28; check list for administration of, 89; data on percent of teachers having two or more years of, 120, 121; desirable minimum training, 6; effect of monetary rewards for, 120; effect of supply and demand upon standards of training, 9, 10; need for higher qualitative standards, 10; need for research on, 11; opinion of standardizing agencies concerning specific training, 11; opinions of educators concerning, 5, 6, 7; required of newly appointed teachers in city school systems in 1930-31, 8; references on special, 195; requirements for newly appointed 4, 5, 8; specificity of training, 10; statutory requirements, 5, 11; trend of requirements in city school systems, 9; ultimate goal, 7.

Teaching, Quality, amount of training as measure of, 120 121; as measured by salaries paid, 120, 121, 122; data on, lacking, 120; influence of salary on, 120, 121; influence of selection on, 122; limitations of salary as measure of, 122; selected, as measure of school efficiency, 113; validity of salary as measure of, discussed, 122.

Tenure, See Teacher Tenure.

Terms, School, lengthened, effect on school costs, 223.

Tests, as approach to exact measure of state school efficiency, 113; bibliography on state-wide achievement, 100, 101, 102 103; standard, as method of measuring state school efficiency, 87, 97, 98, 99, 100; state testing programs, illustrations, 98, 99, 100; state-wide achievement, as used in surveys, 97; value of, 100.

Texas, achievement testing used in school survey, 97, 98; laws applying to teachers' contracts, 36; report of survey on estimating teaching efficiency, 84; study of school administration in, 25, 26.

Texas Educational Survey Commission, quoted, 123.

Thomas A. Edison School for Boys, day school for special cases, 172.

Thompson, R. M., rating of city and town school systems, 105.

Thorndike, E. L., quoted on tests, 103.

Tiegs, Ernest W., quoted, 27.

Training schools for delinquents, work described, 173.

Trenton, New Jersey, illustration of one type of supermaximum salary, 45.

Troy, New York, plan for merging sick and sabbatical leave, 57.

Truant School in Manhattan, study of inmates, 166, 168.

Unemployment, as factor associated with crime, 157.
United States, average compulsory school age limit, 119; cost of automobiles, 220; cost of luxuries, 220, 221, 222; governmental costs, 211; income per capita compared with other countries, 212; national wealth, 209, 210; number children in school population, 224; percent of income spent for taxes, 211; percent of taxes invested in public education, 214; tax collections and school costs by states, 215, 216, 217; total value of all buildings estimated, 220; value of public school property, 209, 210.
United States Bureau of the Census, as source of data, 114, 116; classification of crimes, 139; data on prisoners, 142; estimates of luxury costs, 220; report cited, 137, 147, 162.
United States Bureau of Labor Statistics, cited as source of information, 50; statistics on cost of living referred to, 123.
United States Census of Construction, estimate of construction, 220.
United States Children's Bureau, plan for juvenile court statistics, 142; quoted, 137; report cited, 166, 169.
United States Department of the Interior, cost of police activities, 145.
United States Department of Justice, Bureau of Investigation 140; Bureau of Prisons, 138; cost of police activities, 145; reports, 149.
United States Department of Labor, cost of police activities, 145.
United States Interstate Commerce Commission, cost of police activities, 145.
United States Office of Education, bulletin cited, 50; cited as source of information on salaries, 48, 49; estimated value of public school property, 209; quoted on value of school property, 124; reference to Statistics Division, 105; source of data on certain factors related to state school efficiency 114; source of data on public school property, 124; source of information on social agencies, 186; study quoted, 121.
University of Cincinnati, publication quoted, 7.
Utah, achievement testing used in school survey, 97; report of survey staff on estimating teaching efficiency, 84; self-survey plan applied to school system, 89.
Van Denburg, Joseph K., quoted, 117.
Van Waters, Miriam, study cited, 173.
Virginia, achievement testing used in school survey, 97; illustration of state testing programs, 99; report of survey on estimating teaching efficiency, 85; use of rating cards for school plants reported by survey, 85, 86.

Wang, Charles K. A., study cited, 24, 25, 27.
Washington, illustration of state testing programs, 99; object of survey quoted, 81; self-survey plan applied to school system, 89.
Washington, D. C., illustration of a type of supermaximum salary, 45.
Wealth, as factor, associated with crime, 155; by states, 210; national, 209, 210.
West Virginia, achievement testing used in school survey, 97; Cavins' study of school achievement in, cited, 121; interviews and conferences reported as survey procedure, 83; report of teacher rating by survey staff, 85; report of use of rating cards for measuring the efficiency of the school plant, 85, 86; self-survey plan applied to school system, 89, 90, 91, 92, 93; survey quoted, 83.
White House Conference on Child Health and Protection, Children's Charter, 176, 177; Committee on Special Classes, report, 170; *The Delinquent Child,* 177; *Organization for the Care of Handicapped Children,* publication of, 177; report cited, 165, 167; *School Health Program,* 177; quoted, 164, 201.
Wickersham, G. W., quoted, 138.
Wickersham reports, cited, 140.
Wiley, R. B., ranking of California counties on school efficiency, 108.
Witham, Ernest C., index of holding power, 109, 119; study of school efficiency, 109, 119.
Workers' Education Bureau, work for adult education, 183.
World War, effects on crime, 156.
Wundt, Wilhelm, referred to, 129.
Wyoming, state testing programs, 99, 100.